October Issue

The C.A.U.T. *Bulletin*

A Publication

Of The

CANADIAN ASSOCIATION

OF

UNIVERSITY TEACHERS

VOLUME 8 NUMBER 1
OCTOBER 1959

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THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

Volume 8 October 1959 Number 1

EDITORIAL BOARD 1959-60

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THE ANNUAL MEETING AT SASKATOON

Editorial

The 1959 Annual Meetings showed the continuing growth of the Association both in the numbers of institutions represented and in the variety and gravity of the matters on the agenda. The Executive Council held four sessions on Saturday and Sunday, June 6-7, and the general membership meeting took place on the Sunday evening. Questions of Academic Freedom and Tenure, including, of course, the further consideration of the case of Professor Harry Crowe and United College, received the greatest attention, but other matters of vital importance to the profession were dealt with in the ordinary course of business. To anyone who witnessed the humble beginnings of the Association, its present strength and the sense of unity and common purpose it has engendered in the profession in the short space of eight years is truly remarkable.

In dealing with the later developments at United College since the Fowke-Laskin Report—developments which led to Professor Crowe's resignation and that of 11 of his colleagues who had previously resigned on his behalf —the Executive Council was met with the problem of lack of communication amongst the various local associations. Despite the excellent collection of documents about the case put out by the University of Manitoba Association, many, if not most, of the delegates arrived at Saskatoon ignorant of the reason for the new resignations. Some even thought the issue was dead and should not be "revived". Actually, the truth was that, far from being dead, the whole issue was before the CAUT afresh. This was the result of the refusal by the Board of Regents at United College to carry out what Professor Crowe believed, and rightly believed, in the opinion of the CAUT, to be part of the bargain made last December—namely, the re-instatement of "all concerned" (their own words) in the dispute. Had this knowledge been widespread among the delegates, there is little doubt, in the opinion of many

present at the meetings, that a condemnation of the Board of Regents would have been expressed in no uncertain terms. The essential documents will be printed in a future number of this *Bulletin* so that every member can have the record before him, and can judge for himself. The statement approved for publication by the Executive Council puts its finger on the essential point: the Board of Regents should have made a genuine effort to reconcile all who had resigned and not only some. It did not do so.

The other important matter concerning academic freedom before the Executive Council was the Report of the Turner Committee on Academic Freedom and Tenure. This raises questions of great moment which will be discussed in all the local associations this coming year. The Report is comprehensive and well documented, and should enable locals to approach the problem with a clear understanding of the issues and with specific alternatives in mind. Like the arguments over Mr. Diefenbaker's Bill of Rights, the division of opinion is not likely to be upon the definition of the rights so much as on the question whether they should be defined at all. Whatever decision may ultimately be taken by the CAUT, such discussion cannot but help to clarify opinion and to strengthen the sense of freedom within the university community.

Many further matters were before the delegates in the active two days of the meetings, and the decisions taken are summarised in the pages of this *Bulletin*. The appointment of the first Executive Secretary, Professor Stewart Reid, marked a new stage in the history of the CAUT. His speech at the Annual Meeting on Sunday evening was received with great applause, and members who were present at Professor Frank Underhill's memorable lecture on academic freedom on the previous evening appreciated his tribute to Professor Reid as a fellow historian and former student. Taken altogether the meetings showed that the Association had come through a difficult and challenging year with added strength and clearer vision.

PRESIDENT'S REPORT TO ANNUAL MEETING OF C.A.U.T.

June 7, 1959

This has been an eventful year in the life of our association. It has been a year in which C.A.U.T. organized and conducted its first investigation of a dispute involving issues of academic freedom and tenure. Because this was a new experience for C.A.U.T., methods and procedures have had to be devised on pretty much an ad hoc basis. The task of your officers here has not been made easier by the fact that the investigation has had to take place under the constant glare of national front page publicity. It has been further complicated by the fact that, at times, the dispute has involved not only a college administration but also the United Church of Canada. Because of the criticisms that have been made of C.A.U.T.'s methods and procedures in this affair I propose to review and explain them in some detail. Before doing so, however, I should like to comment briefly on a number of other matters of interest to our membership.

During the past year your officers were successful in obtaining the services of a person of the first rank, Professor Stewart Reid, Head of the History Department at United College, to accept the post of executive secretary with our Association. C.A.U.T. is extremely fortunate in obtaining a person with such an extensive academic background, acknowledged scholarship and unquestioned integrity to serve it in this important post. Professor Reid will begin to work on a full time basis on September 1st and we can anticipate that our long awaited national office will be opened in Ottawa shortly thereafter. Dr. Reid is here tonight and will make a few remarks to you later in the programme.

Three important committees have been working on behalf of C.A.U.T. throughout the year. At the University of British Columbia a committee under the chairmanship of Professor Dixon has been exploring the whole area of financial aid to higher education. At the University of Western Ontario a committee under the chairmanship of Professor Turner has been drafting a code of principles and procedures for C.A.U.T. in the field of academic freedom and tenure. Finally, at Sir George Williams College a committee under Professor O'Brien has been making a survey of fringe benefits in Canadian Universities.

During the past year also C.A.U.T. established along with N.C.C.U.C. a joint committee to explore the possibility of developing an equity type of pension plan that might eventually be adopted by many Canadian universities.

In addition, many routine activities of C.A.U.T. have continued. Information on salaries has been collected and distributed. *The C.A.U.T. Bulletin* has continued to expand and this year appeared for the first time on a quarterly basis. Your Association joined the Canadian Conference on Education and has continued to play an active part in that organization's activities. C.A.U.T. was represented by official delegates at the quinquennial meeting of the Universities of the British Commonwealth, the annual meeting of the Canadian Teachers Federation, the annual meeting of the International Association of University Professors and Lecturers and at other similar meetings. I would also like to welcome into our Association two new local associations, St. John's College in Manitoba and the University of Ottawa. Our organization now includes some 28 local associations with a total membership of over 3500.

Let us now turn to the question which has taken up a great deal of your officers' time and energy during the past year, the dispute at United College. Late last July when we received a formal request from the executive of the Queen's faculty association for an investigation of this dispute, we at first considered the possibility that the three executive officers should themselves make some investigation of the case. However, we quickly rejected this idea in favour of setting up a formal investigating committee. A number of considerations favoured the latter approach.

First, there was a need to establish firmly and clearly that C.A.U.T. was concerned in matters of academic freedom and tenure and was prepared to investigate and report on cases where individual members were dismissed under what appeared to be doubtful circumstances. The appointment of the Fowke-Laskin Committee and its subsequent investigation has made this very clear both to university administrations and to the public at large.

Second, there appeared to be a need to reassure the membership at large that they could count on their organization for support in matters of this kind. Many of our members had heard something of the Crowe affair during the spring and early summer and there was

some uneasiness lest C.A.U.T. should fail to take any effective action. Appointment of an investigating committee quickly removed this uneasiness.

Finally, because the executive officers were located at the University of Manitoba it seemed desirable to keep them from becoming directly involved in any formal investigation. Both the fact that the officers were personally acquainted with some of the parties involved in the dispute and the fact that United College is affiliated with the University supported this position.

Although your officers acted promptly in setting up an investigating committee we never at any time attempted to hasten the course of the investigation. As I am sure Professor Fowke will verify, in all my communications to him I stressed the importance of taking all the time required to make a thorough investigation.

Having set up the committee I somewhat naively assumed that we could, from that point forward, leave the matter entirely in its hands. This hope proved short-lived indeed.

At an early stage one or two members of the executive council raised the question of whether it might still not be possible to settle the dispute by some form of mediation. Professor Fowke discussed this possibility with Principal Lockhart during the meetings of the Commonwealth Conference of Universities in Montreal. Whatever hope may have existed in this direction seems to have quickly disappeared once the dispute became a national news story, for only two weeks after these discussions Professor Crowe was given notice of his immediate dismissal.

Some question also arose in the minds of the members of the committee as to the relative positions of the national and local association in disputes of this kind. In the American Association of University Professors, when the national organization takes up a dispute, the local association takes no further action except at the request of the national body. This would appear to be a desirable practice to follow. Since the primary aim in affairs of this kind is to protect the individual whose academic tenure is at stake, it might be well to leave it to him to make the choice as to where he wished to make his initial appeal. But in any case the individual member of C.A.U.T. should be assured of the right to appeal to the national

body if he is not satisfied with the representations made on his behalf by his local association.

At the time this dispute arose Professor Crowe was a member of the Queen's local association and the original request for action came from that body. Although there was initially some doubt as to the attitude of the local faculty association at United College it soon passed a resolution expressing its willingness to cooperate with any "properly constituted" investigating committee of C.A.U.T. Thus, this doubt was resolved to the committee's satisfaction.

In the initial stages of any dispute, one would expect the local association to make representations on behalf of the staff member affected and attempt to secure some equitable settlement. And, at one stage, Professor McNaught, the President of the United College Association, did make representations to Principal Lockhart on Professor Crowe's behalf, although to no avail. But once a dispute has reached the stage where a fact finding investigation appears necessary this task should be left to the C.A.U.T. Members of a local association should not be expected to sit in judgment on their own administration. Nor can they be expected to be free from the personal involvement that a detached investigation requires.

The question has been raised in some quarters as to the proper body to carry out an investigation of this kind. The form of investigation that C.A.U.T. followed in the Crowe case is the same as the one that has been used for many years by the A.A.U.P., that is, an investigation by a committee of the association's own members. The primary purpose of such an investigation is to provide a report to our own members on conditions of academic freedom and tenure in the institution concerned as viewed through the eyes of the academic people. We are not particularly concerned with how the situation may appear to lawyers or business men. They are much less directly involved since they are not employed in an academic capacity. Nor are there many lawyers or business people who have any very extensive knowledge or experience in questions of academic freedom and tenure.

Thus, even if the Board of Regents had made their proposal for a five man committee before the eleventh hour, it would not have been acceptable to our membership. The Board clearly wanted a committee on which they would have representatives to defend their own interests. This was evident from the fact that the one representative they pro-

posed was a personal friend of one or more members of the Board. In contrast, neither Professor Fowke nor Professor Laskin were personally acquainted with any of the parties to the dispute. A more acceptable alternative might have been a committee on which C.A.U.T. and N.C.C.U. each appointed representatives. This would at least have avoided a situation where one of the parties to the dispute named some of his own jurors. But I am not sure that C.A.U.T. would have been justified in accepting this form of investigation either. Certainly there is no precedent for it in the experience of the A.A.U.P. In one sense the investigation of disputes in the field of academic freedom and tenure is an extension of the area of academic self-government. As such it is a function that C.A.U.T. would do well to reserve strictly for itself.

C.A.U.T.'s insistence on carrying through its own investigation has given rise to some misunderstanding among the general public. In part this was due to their failure to understand that our report was one which was intended primarily for our own membership rather than the public at large. Because the case created so much public interest it was inevitable that our report also would receive a great deal of publicity. However, it is not true, as some writers have alleged, that the Board of Regents of United College tried hard to have the case investigated by an impartial body, only to be thwarted by C.A.U.T. Indeed, the facts suggest that until it became apparent that C.A.U.T. intended to proceed with its own investigation, the Board would gladly have dispensed with any investigation at all. Although the Chairman of the Board of Regents repeatedly promised to co-operate with Professor Fowke's committee these promises were hedged by demands for proper credentials, and by thinly veiled threats of possible legal action. In his initial reply, Mr. Watson even referred to our proposed investigation as a "totally unwarranted action".

It was only after Professor Fowke's committee proceeded with its investigation in spite of the Board's dramatic withdrawal that the Board began to cast around for some other form of investigation. Even before Professors Fowke and Laskin had left Winnipeg I was approached by one member of the Board and asked if C.A.U.T. would join with the Board in seeking some other form of inquiry. After consulting with the other officers, I informed him that the matter was in the hands of Professor Fowke's committee and that until it had reported it would be improper for C.A.U.T. to take any further

action. Subsequently, the Board approached the provincial government and asked them to set up a Royal Commission to investigate the dispute. C.A.U.T. neither opposed nor supported this request. It was rejected by the provincial government because they did not feel that it was desirable for them to become involved in a dispute involving a private college.

The government subsequently offered to use its good offices in helping to settle the dispute. Since C.A.U.T. was not a party to the dispute this offer should clearly have been directed to the Board and Professor Crowe, and I pointed this out to both the government and Mr. Watson. Insofar as I am aware the Board never asked Professor Crowe if he wished to take advantage of the government's offer, although they did attempt to create the impression with the public that C.A.U.T. had refused the offer.

Since that time the Board and Principal Lockhart as well as some of the staff at United College have all suggested the desirability of a judicial inquiry. Since one member of the Board of Regents has admitted that the C.A.U.T. Report contained all the facts relevant to Professor Crowe's dismissal, it is difficult to understand what purpose would have been served by a further inquiry. Many of our members suspect that the primary purpose behind this request for a judicial inquiry was to enable the Board to make Professor Crowe's private letter a matter of public record. The public's attention could then have been shifted from the basic invasion of human rights involved in the reading, photostating and use of a private letter to the question of what in fact Professor Crowe had said in his letter.

The procedure proposed by Professor Fowke's committee has also been criticised and compared unfavourably with that of A.A.U.P. In fact, the form of investigation offered to the College administration was in some respects fairer than that followed by the A.A.U.P. In investigations of this kind, the A.A.U.P. normally question members of the faculty and the administration separately. No stenographic record of the hearing is kept and the question of cross-examination never arises. Professors Fowke and Laskin offered an inquiry in which all witnesses would have been examined in the presence of the Chairman of the Board, Principal Lockhart and Professor Crowe. Both parties to the dispute were entitled to be represented by legal counsel. While the right of cross-examination was denied because this was a fact finding investigation rather than an adversary proceeding

both sides were offered the right to suggest questions to the Committee. It is difficult to envision a fairer and more open form of inquiry.

There has been some criticism also of the Executive Council's failure to submit the Report to the Board for their comments and criticism before publishing it. It is true that A.A.U.P. normally follows this practice. However, the A.A.U.P. usually obtains the co-operation of the College administration when they carry out their investigations. And although they submit their reports for consideration, the Association's committee is free to accept or reject any comments that are made. It was unfortunate that C.A.U.T.'s investigation had to be carried out without the co-operation of the Board and Dr. Lockhart. Perhaps it would have been wise even despite this, to have submitted the Report for their comments, though there is no reason to suppose this would have led the committee to change its report in any respect. In my judgment, nothing that has been said since that time by Dr. Lockhart, the Board, or their supporters casts the slightest doubt on the accuracy or integrity of the Report. Professors Fowke and Laskin produced an extremely able and impartial report under somewhat trying circumstances and they richly deserve the gratitude of every member of this association.

One other action taken by your officers that has aroused some controversy was the insertion of an advertisement in the Times Literary Supplement advising anyone intending to apply for a position at United College to get in touch with the Secretary of C.A.U.T. At the time this advertisement was placed, I had felt that it could be used to help the College if this proved justified. If the settlement promised at the time Professor Crowe was reinstated had been realised, the impression given by the Report and the article subsequently published in the Universities Review would have been worse than the true situation justified. However, since the settlement failed to materialize, we have confined ourselves to sending our correspondents copies of the Report and informing them that Professor Crowe had been reinstated but that the situation still appeared unsettled.

I think the basic question here centres around our purpose in making and publishing a report of this kind. In part, our purpose is to inform our own members of the state of affairs in the institution under investigation. But do we have an obligation also to inform our colleagues in other countries who may be offered positions in the institution in question? And if we feel such an obligation, how should

we discharge it? By advertisements of the above type? Or should we merely inform the faculty associations of other countries of our findings and allow them to take what measures they feel the situation warrants? I recently received an anxious letter from the wife of a faculty member in the United States who had accepted a position at United College early this spring. Only a few weeks ago did they learn inadvertently that the College had been involved in a serious dispute and write to us seeking further information. This letter underlines the fact that there may be many university people in other countries who have heard nothing whatever about this dispute, despite the very extensive publicity it received in Canada. It also underlines the personal factor involved. The questions I have raised here are ones to which C.A.U.T. should give serious consideration and for which some definite policy needs to be formulated.

This whole episode has been a revealing one in many respects. Few of us would have suspected that the head of a Canadian College would be guilty of the invasion of basic human rights involved in the reading, photostating and use of a private letter. Fewer still would have believed that a governing board of some 42 members would not only support this action but would also proceed to dismiss a faculty member on the basis of this same private letter. And yet not one member of that Board has resigned. Not one! Surprising too has been the failure of the two Winnipeg newspapers to take a stand on this issue. Neither Winnipeg paper has stated editorially that it disapproves of this invasion of the privacy of personal correspondence. Fortunately, this has not been true of newspapers elsewhere in Canada.

This whole affair also underlines the vast gulf in understanding that often exists between University faculty on the one hand and members of the governing boards of Canadian Universities, on the other. The governing boards and heads of Canadian Universities should be in the front line of defence against attacks on personal and academic freedom, not the instrument of their destruction. It would be comforting to believe that the members of the Board of Regents of United College are the exception, that the Boards of other Universities and Colleges are more mature and understanding in these matters. But one suspects that there are all too many people sitting on the governing boards of Canadian Universities who have little genuine understanding of the basic importance of academic freedom in our society. Adoption of a code of principles and procedures governing matters of academic

freedom and tenure may provide a partial defence in this field. But a more fundamental solution would be a reform in the composition of governing boards.

A statement by the late Harold Innis[1] is pertinent here.

> "The arrangement by which Boards of Governors in North American institutions and particularly in Canadian institutions are appointed without reference to the academic staff implies a theory which has reference to public opinion. Members are appointed by governments which provide the funds for political reasons. The Presidents appointed by such Boards of Governors are compelled to bridge the gap between the scholarly interest of the staff and the political interest of the Boards and of governments. This is almost a superhuman task, and involves extremely heavy demands on Presidents. Universities have grown beyond the high-school stage of development which this arrangement suggests, and maturity involves a study of the political science of University administration with a view to proper recognition of the role of the scholar and of the University in the nation's life."

The ideal of the University as a self-governing community of scholars has fallen far short of realisation in Canada. Faculty representation on the governing boards of Canadian Universities and Colleges should be taken as a matter of course, as it is in every other major country in the British Commonwealth. Such a step would help to provide a closer link between the University and an important sector of the public. More generally, there is need for a re-examination of the whole structure of University government in Canada with a view to increasing the extent of faculty participation and control.

While an adequate code of tenure and the safeguard provided by faculty representation on the governing boards of Universities would increase the security and freedom of Canadian scholars, neither of these can ever take the place of the protection provided by the constant vigilance of our own professional organization, the C.A.U.T., at both the local and national level. For, as the London Times[2] observed in 1846:

> "The greatest tyranny has the smallest beginning. From precedents overlooked, from remonstrances despised, from grievances treated with ridicule, from powerless men oppressed

[1] A Plea for the University Tradition", *Political Economy in the Modern State* (Toronto, 1946), pp. 70-71.

[2] Cited in J. Jewkes. *Ordeal by Planning* (London, 1948), p. vi.

with impunity, and overbearing men tolerated with complacence, springs the tyrannical usage which generations of wise and good men may hereafter perceive and lament and resist in vain. At present, common minds no more see a crushing tyranny in a trivial unfairness or a ludicrous indignity, than the eye uninformed by reason can discern the oak in the acorn, or the utter desolation of winter in the first autumnal fall. Hence the necessity of denouncing with unwearied and even troublesome perseverance a single act of oppression."

CLARENCE L. BARBER,
President, C.A.U.T.

REPORT ON THE SASKATOON MEETINGS OF THE EXECUTIVE COUNCIL

The Executive Council meetings held this year at the University of Saskatchewan were attended by the most widely representative group ever assembled for these meetings. This will be seen from the list of those who were present. *Council Members:* Professors C. L. Barber (Manitoba), President; H. W. McCready (McMaster), Past President; G. H. Boyes (Manitoba), Secretary; L. H. Shebeski (Manitoba), Treasurer; J. H. Aitchison (Dalhousie) Vice-President; H. B. Collier (Alberta), Vice-President; J. H. S. Reid, Executive Secretary; H. E. Farquhar (Victoria); A. W. R. Carrothers (U.B.C.); S. R. Sinclair (Alberta); K. A. H. Buckley (Saskatchewan); W. J. Stobie (Manitoba); J. Clake (United); W. D. Smith (Brandon); R. W. Torrens (Western); J. A. S. Evans (Waterloo); R. Dulmage (McMaster); A. R. Graham (O.A.C. and O.V.C.); R. M. Saunders (Toronto); G. Rosenbluth (Queen's); Pauline Jewett (Carleton); J. Mallory (McGill); M. Bouchard (Montreal); S. Madras (Sir George Williams); D. C. Masters (Bishop's); W. S. MacNutt (New Brunswick); W. B. Cunningham (Mt. Allison); P. G. Cornell (Acadia); D. S. Pitt (Memorial); W. J. F. Kontak (Saint Francis Xavier).

Members of Committees, Alternates and Others invited to attend:

G. H. Turner, Chairman, Ad Hoc Committee on Academic Freedom and Tenure; F. S. Howes, Chairman, Bulletin Editorial Committee; F. R. Scott, Chairman, Ad Hoc Committee on the Crowe

Case (April, 1959); W. Robbins, (U.B.C.); N. Shklov, (Saskatchewan); H. R. McArthur (Alberta at Calgary); H. M. Estall, (Queen's); C. R. Myers, (Toronto); G. S. MacKenzie, (U.N.B.); L. A. Duchemin, (Mount Allison); P. Copes, (Memorial).

Résumé of the Minutes of the Executive Council Meetings

Distribution of the Special (Crowe Case) Bulletin:

The President reported on the actions taken by the executive officers on the distribution of the special issue of the *Bulletin,* containing the Fowke-Laskin *Report.* Professor Clake (United) questioned the action of the Executive in sending copies to United Church ministers in Manitoba. Several delegates expressed the view that the United Church ministers were, or should have been, deeply interested in the affair. Professor Torrens (Western) questioned the authorization of the sale of copies of the *Report* in Winnipeg book stores. The president pointed out that there was a good deal of public interest in the United College dispute in Winnipeg, and that placing the *Reports* in downtown bookstores was intended only to cut down the work of the executive officers in answering the many individual requests for copies.

It was moved (Buckley) and seconded (Rosenbluth) that the Council express its approval of the actions taken by the Executive in the matter of the distribution of the *Report. Carried,* with one negative vote.

Report of the Nominating Committee:

Professor McCready, Chairman of the Nominating Committee, presented a set of draft proposals which his committee felt should be discussed before actual nominations could be made. These proposals were based on the following consideration:

a) The establishment in the Fall of 1959 of a permanent C.A.U.T. office in Ottawa and the desirability of defining at the outset and as clearly as possible the role and the position of the Executive Secretary vis-a-vis the officers and the Council.

b) The likelihood that the Association's President, Professor C. L. Barber, will not be available for re-election since he is being pressed by a UN agency to accept a post as adviser to the Government of the Philipines.

c) The conclusion reached by the C.A.U.T.'s officers for 1958-59 that it is necessary henceforth to have an Executive Committee within the Executive Council for purposes of consultation on all matters requiring immediate decision and action.

d) The desirability of securing a wide geographical and institutional distribution of executive responsibility.

What follows are the recommendations of the Nominating Committee as amended and approved by the Executive Council

1. The Executive Officers shall be elected for a one-year term, it being understood that succeeding nominating committees will make every effort to ensure some continuity of officers in the Association.

2. Not more than two officers shall be elected in one year from any one member association.

3. An Executive and Finance Committee shall be constituted to consist of the following: Past President, President, Hon. Secretary, Hon. Treasurer, three Vice-Presidents with the Executive Secretary as a non-voting member of the committee. This Committee shall have full power to act on behalf of the Council and the Association, invest its funds, make capital expenditures, and be governed in its work by the following regulations:

a) The President and Executive Secretary shall consult with this committee on all matters of importance, either by mail or meeting.

b) Meetings of the Committee shall be held quarterly as a matter of course; additional meetings shall be convened either (1) at the call of the President or (2) on the petition of any three Committee members.

c) Four members of the Committee shall constitute a quorum, of whom the President or the Past-President, the Hon. Secretary or the Executive Secretary must be two.

d) The Executive and Finance Committee shall report to the semi-annual meetings of the Executive Council to which body the Committee is fully responsible.

e) The President shall serve as Chairman of the Committee, the Past-President as vice-chairman and the Hon. Secretary (or the Executive Secretary) as Secretary of the Committee.

f) All regulations governing the work of the Executive and Finance Committee shall be prescribed (and if necessary, amended or repealed) by the Executive Council of the Association.

4. Certain Standing Committees shall be formally recognized as parts of the Association's regular organization.

a) The C.A.U.T. Bulletin Committee. Chairman, F. S. Howes, (McGill).

b) The Salary Committee. Chairman, D. Slater, (Queen's).

c) Income Tax Committee. Chairman, K. F. Byrd, (McGill).

d) Pension Policy Committee. Chairman, B. Banaschewski, (McMaster).

e) The Constitution Committee. Chairman, A. W. R. Carrothers, (U.B.C.).

f) Committee on Academic Freedom and Tenure. Chairman, G. H. Turner, (Western).

g) The Executive and Finance Committee. Chairman H. Good, (Queen's).

5. The Council approves of the principle of regional associations such as the Quebec Regional Council, but requires that they report regularly to the Executive Council.

Officers of the CAUT for 1959-60

Following the discussion, amendment and approval of the proposals of the Nominating Committee, the following slate of nominations was put forward by Professor McCready:

Past President:	C. L. Barber, (Manitoba)
President:	Harold Good, (Queen's)
Honorary Secretary:	Alexander Brady, (Toronto)
Honorary Treasurer:	W. J. McDougall, (Carleton)
Vice-Presidents:	H. B. Collier, (Alberta) J. H. Aitchison, (Dalhousie) M. L'Abbe, (Montreal)

It was moved (McCready) and seconded (Howes) that these nominations be approved. It was moved as an amendment (Collier)

and seconded (Saunders) that during the absence from Canada of the immediate Past-President, Professor McCready should continue in office as Past-President. Amendment Carried; motion as amended carried.

The President's Report:

The president gave a brief summary of the executive officers' work since the November meeting. He described the events that led to the appointment in April of a new committee to examine developments in the United College dispute and to make recommendations to the present Executive Council meeting. The committee chairman was Professor F. R. Scott (McGill) and other members were Professor L. Lynch (Toronto), L. N. Read (Carleton) and Stuart Ryan (Queen's).

The president reported at length on the matter of the insertion of a paid advertisement in the Times Literary Supplement, which advertisement suggested that prospective applicants for the vacancies at United College then being advertised, should communicate with the C.A.U.T. secretary. Since the incident a number of associations had expressed opinions on the policy of such advertisements. One association disapproved such an action, on the ground that it came very close to "blacklisting" of the affected institution. One association expressed disapproval, not of the policy of such advertisements, but of the action of the executive officers in adopting this policy without consultation with the members of the Executive Council. Twelve associations had formally expressed their approval of the action of the executive officers in inserting the advertisement.

It was moved (Robbins) and seconded (Smith) that the President's report be accepted as guidance for future procedure. *Carried.*

The Secretary's Report:

The secretary reported that he had received a formal application for affiliation from the Faculty Association at the University of Ottawa, together with a copy of the constitution of that association. It was moved (McCready) and seconded (Jewett) that the University of Ottawa association be welcomed as a affiliated member of C.A.U.T. *Carried.*

The secretary reported that he had received letters of inquiry about conditions for affiliation from the University of Sherbrooke, Royal Roads College, the University of Waterloo, and from Assumption University.

The secretary reported that he had received a request from a member that the Executive Council consider the implications of permitting the membership of teachers in a collegiate or high school connected with a university. The collegiate teachers in the United College Association were cited as an example. Professor Madras reported that his association would like similar consideration of the position of librarians as members of C.A.U.T.

There was considerable discussion of the presently accepted principle of permitting local associations to determine the qualifications of members. The discussion revealed that there was a very wide variation in the qualifications for membership in the various associations. It was agreed that the new Committee on the Constitution should examine this question and make recommendations to the Executive Council.

Appointment of Executive Secretary:

The president reported on the work of the committee of selection set up by the November meeting. The committee consisted of the president and the past presidents of the Association (Professors Barber, Howes, Fowke and McCready). Three candidates were considered for the position. Suitable letters of recommendation were secured for each, and each was asked to submit a statement describing the work and function of the Executive Secretary. The material thus collected was sent to each member of the committee. Professor Reid was the first choice of every member.

It was moved (Buckley) and seconded (Collier) that the appointment of Professor J. H. S. Reid as Executive Secretary be confirmed. *Carried.*

Report of Ad Hoc Committee on Academic Freedom and Tenure:

The report having been circulated in mimeographed form to all associations prior to the meeting, it was moved (Turner) and seconded (McCready) that the report be received for discussion. *Carried.*

Most of the discussion centred on the recommendations of the committee and on the tentative proposals of the N.C.C.U. "Academic Freedom Committee" following its meeting on February 3, 1959. Professor Cunningham pointed out that the N.C.C.U. proposals would put C.A.U.T. in the role of a union whose function is to fight for its members, not in the role of an impartial mediator. There was general agreement with the committee's recommendation that the specific proposals of N.C.C.U. were not acceptable. It was moved (Aitchison) and seconded (Saunders) that while not accepting these specific proposals, the Association should co-operate as closely as possible with the N.C.C.U. in a joint effort to work out a mutually acceptable policy. *Carried.*

There was considerable discussion on the report and on the documents attached to it. It was moved (Sinclair) and seconded (Buckley) that the report be referred to the local associations for their discussion, along with a summary of the views expressed in the Executive Council during its discussion and that the report be discussed again at the November Executive Council meeting. *Carried.*

It was moved (McCready) and seconded (Collier) that Professor Turner and the members of his committee at the University of Western Ontario be given a vote of thanks for their efforts on this very important matter. *Carried unanimously.*

Report of the Scott Committee on the United College Dispute:

Professor Scott distributed copies of the report of his committee and commented briefly on the way the committee had operated.

The report briefly summarized the events since the publication of the Fowke-Laskin Report. Its conclusions were that Professor Crowe had resigned because in his view the Board of Regents of United College had been guilty of a breach of faith, and that "a genuine effort to reconcile all who had resigned, and not only some — was not forthcoming from the Board."

The report expressed "deep regret that the settlement apparently reached last December had broken down." It made the following recommendations:

a) That the C.A.U.T. commend President Barber and the members of the Executive for their courageous handling of

the difficult problems that faced them because of the dismissal of Professor Crowe.

b) That the C.A.U.T. reaffirm its approval of the Fowke-Laskin report.

c) That the C.A.U.T. publish a statement embodying the analysis and the conclusions which appear in paragraphs 5 and 6 of this report.

d) That the C.A.U.T. take no further action with respect to the situation at United College.

A number of questions were directed at Professor Scott. Professor Madras asked if the committee could provide some clarification of the issue of the appointment of the new Dean at United College, a matter which the continuing staff members of United College had raised in the material which they had distributed to associations across Canada. Professor Scott replied that in the view of his committee the discussion about the appointment of Dean Blake was "an ex post facto red herring."

Professor Clake asked the Executive Council to refrain from any further action in the case. He said that enough bitterness had now been engendered and that it would be in the best interests of everyone concerned to drop the matter now.

Several delegates spoke against including article (d) of the report.

It was moved (Collier) and seconded (Farquhar) that the report of the Scott committee be received and that the members of the committee be thanked warmly for their work in this matter. *Carried.*

It was moved (Collier) and seconded (Mallory) that the Executive Council endorse enthusiastically articles (a) and (b) of the report. *Carried.*

It was moved (Collier) and seconded (Mallory) that the Executive and Finance Committee of C.A.U.T. set up a committee, with personnel from outside Winnipeg, to prepare a collection of primary documents illustrating events in the Crowe case since the publication of the Fowke-Laskin Report, for publication in the C.A.U.T. *Bulletin. Carried.*

In the discussion there was some disagreement on what constituted primary documents. Several delegates felt that material such as the

trilogy of collected statements of some members of the United College faculty should not be included, nor should replies to these statements, since both are merely expressions of opinion. It was left to the committee to define precisely the nature of the materials it will include.

It was agreed that a public statement should be made, that would clearly indicate the opinion of the Executive Council on the United College developments. It was moved (Carrothers) and seconded (Smith) that a statement embodying part of the wording of the Scott committee Report be submitted to the General Membership Meeting for its endorsation. *Carried,* on a recorded vote. In favour 18, opposed 6. This statement is included in the report on the General Membership Meeting.

The Treasurer's Report:

Professor Shebeski presented a financial statement for the period October, 1958, to May 25, 1959. Appended to the statement was a budget for capital expenditures in setting up the national office, for operating costs of the Association from May 25 to September 1, 1959, and for the ensuing year's operation to August 31, 1960.

It was moved (Shebeski) and seconded (Stobie) that the financial statement be accepted. *Carried.*

The Treasurer made two formal recommendations:

1) It was moved (Shebeski) and seconded (Collier) that the fiscal year be from September 1 until August 31 of the ensuing year, and that the present treasurer be authorized to carry on the business of the Association until August 31, 1959. *Carried.*

2) It was moved (Shebeski) and seconded (Smith) that the membership fee be increased to $8.00 per year. *Defeated.*

Several delegates expressed the view that it would be wiser to operate for a year, even at a deficit, and then ask for whatever increase in fees was apparently necessary.

It was moved (Shebeski) and seconded (Howes) that the estimates on capital expenditures for the office, on operating expenses May 25 to August 31, 1959 and on operating expenses September 1, 1959 to August 31, 1960, should be approved. *Carried.*

STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

October 16th, 1958 to May 25th, 1959

Receipts

Membership Fees	$23,125.61	
Travel Grants Received	179.45	
Bond Interest	157.50	
Subscriptions — CAUT Bulletin	14.25	
Sale — CAUT Bulletin	108.70	
Sale Metal Shelving	60.00	
Transfer of Cash from Previous Treasurer	1,865.34	
Total Receipts	$25,510.85	

Disbursements

Administrative Expense	$ 935.83	
CAUT Bulletin (4 issues)	4,020.15	
Fowke-Laskin Report	1,147.66	
Travel Expenses	1,182.60	
Sundry Expenses and Disbursements	441.28	$ 7,727.52
Purchase of Bonds		11,745.54
Total Disbursements		$19,473.06

STATEMENT OF SURPLUS

Surplus October 15, 1958		$ 9,780.99
Addition to Surplus October 16, 1958 to May 25, 1959		
Total Receipts less Cash Transfer from Previous Treasurer	$23,645.51	
Total Disbursements (less bonds at cost)	7,727.52	15,917.99
Surplus, May 25, 1959		$25,698.98

BALANCE SHEET
May 25, 1959

Assets		
Bonds (at cost)		$19,660.19
Office Equipment		1.00
Accounts Receivable from University of Manitoba		6,037.79
Liabilities Nil		....
Surplus		$25,698.98

FORECAST OF FINANCIAL POSITION
1959-60 SESSION

Estimated Revenue:			
Membership Fees (due September 1, 1959) — 3,700 x $7.00			$25,900.00
Sundry Advertising, etc.			500.00
Total Income			$26,400.00
Estimated Expenditure:			
Establishment of New Office	$4,215.00		
Estimated Operating Costs May 25 - September 1, 1959	$4,000.00	(a)	
Estimated Operating Cost September 1, 1959 - August 31, 1960		$26,500.00	
Amortization of Capital Costs at 20% annually —		843.00	$27,343.00
Estimated Deficit on 1959-60 operations			$ 943.00

(a) To be paid from operating capital on hand as of May 25th 1959.

Report on the New Saskatchewan Pension Plan:

Professor Buckley reported on the new pension plan which has gone into effect at the University of Saskatchewan. It is a non-funded plan, provides for pensions to *all* former academic employees of the university at the rate of 60% of the salary which would be received by the retired member if he were now employed at the rank at which he retired, and this provides a pension plan that takes care of the process of inflation. A great deal of interest was expressed in what is obviously a bold new approach to the whole pension problem.

It was moved (McCready) and seconded (Stobie) that the C.A.U.T. purchase the existing supplies of the printed brochure *The Saskatchewan Approach to the Pension Problem,* that several copies be sent to the secretaries of the local associations, and that the secretaries be asked to notify the national office how many copies the association desires. *Carried.*

The brochures may be purchased at a cost of 10¢ per copy.

Other Actions taken by the Executive Council

1. Received the report of the Committee on Fringe Benefits.
2. Instructed the Executive and Finance Committee to set up a Committee on Insurance.

3. Heard a report by Miss J. R. Bushnell on the C.U.F.

4. Received a report on the A.A.U.P. by Professor Murdoch who has been acting as Association Liaison with that body.

5. Received a report from R. D. Mitchener, Chief of the Higher Education Section of D.B.S., on the work of his office.

6. Received a Report from the Committee on Financial Aid for Higher Education.

7. Instructed the Executive and Finance Committee to set up a Committee to make a study of Teaching Loads in Canadian Universities.

8. Instructed the Executive and Finance Committee to set up a fund to be raised by voluntary contributions from local members, the proceeds to be used to reimburse individuals for out-of-pocket expenses in connection with the Crowe Case.

9. Received a report from the Bulletin Editorial Committee.

10. Received a report from the Quebec Regional Council.

11. Received a report from the Committee on Librarians' Salaries.

Some of these reports will be published in later issues of the Bulletin as space becomes available.

HIGHLIGHTS OF THE GENERAL MEMBERSHIP MEETING

Resolutions brought forward from the Executive Council

a) That the press be excluded from this meeting. Concurrence was moved by Professor Jewett, seconded by Professor Smith. *Carried.*

b) That we commend President Barber and the members of the Executive for their courageous handling of the difficult problems that faced them because of the dismissal of Professor Crowe, and that we reaffirm our approval of the Fowke-Laskin Report. Concurrence was moved by Professor Mallory, seconded by Professor Robbins. *Carried.*

c) That the Executive and Finance Committee of C.A.U.T. set up a committee, with personnel from outside Winnipeg, to prepare a collection of primary documents illustrating events in the Crowe case since the publication of the Fowke-Laskin Report, for publication in the C.A.U.T. *Bulletin.* Concurrence was moved by Professor Collier, seconded by Professor Mallory. *Carried* unanimously.

d) That the Executive Secretary be instructed to issue immediately to the public, the following statement: Concurrence was moved by Professor Carrothers, seconded by Professor Jewett. *Carried.*

"The Fowke-Laskin Report dealing with the dismissal of Professor Harry Crowe from United College was signed November 21st, 1958 and released to the press under our authority on November 25th, 1958. Following publication negotiations were entered into between the Board of Regents of United College and Professor Crowe which resulted in the latter's reinstatement on December 15th, 1958.

Prior to the reinstatement, some 15 members of the staff of United College had resigned in support of Professor Crowe. Of these resignations, three had been accepted on November 27th, namely those of Professors Reid, McNaught and Stingle, and the remainder had not. This was the situation at the time the negotiations leading to reinstatement took place.

When Professor Crowe agreed to return to his former position, it is in our opinion clear that he did so believing that all who had

resigned on his behalf would be reinstated as part of the general reconciliation called for by the Board of Regents in its announcement of the settlement on December 15th, which included this statement:

The Board hopes that all concerned will now unite in an effort to enable United College to continue its rightful place in the academic world.

Professor Crowe believed, and in our opinion had reason to believe, that "all concerned" including Professors Reid, McNaught and Stingle, would be restored to their former positions. Yet on January 21st, 1959, the Board made it clear, by identical letters to Professors Reid, McNaught and Stingle, that its concept of a general reconciliation did not include them, and that their services would terminate August 31, 1959. Professor Crowe regarded this action by the Board as a breach of faith. He concluded that as a man of honour he had no alternative but to resign. In this latter conclusion we concur.

We cannot refrain from expressing our deep regret that the settlement apparently reached last December has broken down. In our opinion the further action required to make Professor Crowe's reinstatement accomplish its purpose — namely a genuine effort to reconcile all who had resigned, and not only some — was not forthcoming from the Board. This effort should have been made since it was the only condition on which a lasting settlement could have been established. That this is the judgment of 11 other members of United College (apart from Professors Reid, McNaught and Stingle) is evidenced by their subsequent resignations.

We commend President Barber and the members of the Executive for their courageous handling of the difficult problems that faced them because of the dismissal of Professor Crowe.

We reaffirm our approval of the Fowke-Laskin Report."

At the close of the meeting, Professor Scott asked permission to express his admiration for those members of the teaching staff at United College who had resigned their posts in defence of the principle of academic freedom. He asked the meeting to give a standing ovation to these people. There was a very vigorous response from the overwhelming majority of those present.

SCHEDULE OF MINIMUM SALARIES IN CANADIAN UNIVERSITIES AND COLLEGES 1959-60[1]

Arranged in order of the average salary for the top three grades.

No.	*University*	*Professor*	*Associate*	*Assistant*	*Lecturer*
1	Toronto	$12,000	$9,000	$7,000	$5,500
2	U. B. C.	11,200	8,500	6,600	5,100
3	Manitoba	10,800	8,400	6,600	—
4	Saskatchewan	10,700	8,300	6,700	—
5	Queen's	10,500	8,200	6,400	4,600
6	Western	10,000	8,300	6,500	5,300
7	Carleton	9,600	8,300	6,400	4,500
8	Alberta	10,000	8,000	6,000	—
9	Brandon	9,500	8,000	6,000	—
10	Dalhousie	9,500	7,500	5,500	3,500
11	St. John's	9,400	7,500	6,000	4,000
12	U. N. B.	9,400	7,300	5,500	3,500
13	McMaster	9,000	7,200	5,700	4,500
14	Sir George Williams	8,800	7,200	5,800	5,000
15	Victoria College	8,500	7,100	6,000	4,800
16	United College	8,000	7,000	5,500	4,500
17	Waterloo	8,000	6,750	5,500	4,250
18	Bishop's	7,950	6,500	5,500	4,300
19	O. A. C.	7,800	6,600	5,500	4,600
20	O. V. C.	7,800	6,600	5,500	4,600
21	Memorial	8,000	6,500	5,400	4,200
22	McGill	8,000	6,500	5,000	3,500
23	Laval	8,000	6,500	5,000	4,400
24	Mount Allison	7,000	6,000	5,000	4,000
25	St. Francis Xavier	6,600	5,500	4,620	4,510
26	Acadia	5,000	4,000	3,300	2,800
27	Montreal (a)	—	—	—	—
28	Ottawa (a)	—	—	—	—

[1]Unofficial reports from local associations.

(a) These universities have no schedule of minimum salaries.

MEDIAN SALARIES 1958-59[2]
by Field, Region and Size of Institution

	Professor	*Associate*	*Assistant*	*Lecturer*
	$	$	$	$
Canada as a whole	10,019	7,928	6,458	5,144
By Field:				
Humanities	9,875	7,689	6,276	4,900
Social Sciences	9,899	7,899	6,397	5,221
Biological Sciences	10,477	8,125	6,659	5,295
Physical Sciences	9,826	7,917	6,470	5,188
By Region:				
Atlantic Provinces	8,211	6,383	5,553	4,270
Quebec	8,906	7,415	5,996	4,622
Ontario	11,152	8,456	6,647	5,364
Western Provinces	10,000	8,135	6,650	5,285
By Size:				
5000 and over	11,071	8,343	6,698	5,249
2000 — 4999	9,908	7,899	6,475	5,289
1000 — 1999	8,864	6,900	5,772	4,531
500 — 999	9,017	7,435	6,337	4,786
Under 500	8,867	7,125	6,041	5,229

[2]D.B.S. "Salaries and Qualifications of Teachers in Universities and Colleges 1958-59." (Based on data obtained from 59 institutions.)

BOOKS FROM THE A.U.B.C.

The Eighth Quinquennial Congress of the Universities of the British Commonwealth, held in early September, 1958, at Montreal, was attended by nearly four hundred delegates and special guests, representing more than one hundred institutions round the world, from the most venerable English universities to the most recent establishments of India, South Africa, and elsewhere. On several accounts the Congress was memorable. For the first time in history, it was held outside the United Kingdom, with McGill and the University of Montreal serving as hosts. The topics set for the addresses and discussions dealt with matters of even greater concern, now that our universities face the sixth decade of this stirring and restless century. A pleasant final feature was provided by the generosity of the Carnegie Corporation, which enabled the delegates to enjoy a fortnight's planned touring of some chosen area of this continent, and its institutions of learning.

Among the fruits of the Congress is the attractive little book which offers not only a general report of the proceedings, with all the relevant statistics, but also the formal addresses delivered at four sessions of the Congress, which reflect some of the major problems of higher education today.[1]

The opening address by Sir Hector Hetherington on "Expanding Education" admirably blends light and sweetness. It strikes the note of courage in a world of swift changes, and urges the value of unity in the efforts of universities to maintain the same pattern of freedom and the healthiest traditions of the past. For, as he points out, we are now confronted by two great and special challenges: the pressures coming from the expansion of the population and its educational needs; and the striking and urgent shift in the balance of educational forces and work brought on by the marked emphasis on science and applied science today. Politics and the world-crisis, industry and commerce are calling the tune insistently, and Sir Hector intends no unmannerly quarrel with the inevitable push of history. Yet he feels the continuing need to realize society's concern with many fields of humane learning, and to direct even our specialist courses not simply to techniques, but to the underlying principles of the particular dis-

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[1] *Eighth Congress of the Universities of the Commonwealth: 1958 Report of Proceedings.* (A.U.B.C. 1959).

ciplines and their interrelationship. In any event, education must face up to its conditions realistically, and know the special dangers. There is a danger, he believes, in overgrown inorganic universities, as well as in too small ones, but "the danger lies less in size as such, as in size differentiated only by professional schools."

Another difficult problem is that of university government, the character of which ought not to discourage the mental initiative of the academic seniors or of the young, even though practically constructive judgement be exercised by a central university agency over the self-centredness of its schools and departments. Another educational need which becomes continually harder to satisfy is the student's need of *time,* to reflect and grow into maturity.

As pressures mount and drive us, and knowledge snowballs, all our necessary advantages become more difficult to hold; but some help should come from the founding of new universities to cope with the increasing demand. We can hope also to improve our instruments of academic government; and to deal more carefully with the problem of time.

Sir Hector concludes with a ringing plea for the primacy in education of the sense of the human, a conviction of "the absolutely central significance for all our university work of the humanities." Science and the humanities are two modes of apprehension, yet not opposed: "they belong together." Science has become a superb discipline, but "it cannot decisively answer, it hardly even asks, the questions which arise when we try, as we must, to settle the status of our experiences and the values we place upon them, and the relative authority of the ideals and purposes by which we seek to direct our action."

Professor V. C. Fowke's address on "Who Should Determine University Policy" is already familiar to readers of the CAUT *Bulletin* (April, 1959). In dealing with an issue which by no means loses its importance and urgency as our universities expand, Professor Fowke proves a sensible, searching and persuasive analyst. With Canadian experience particularly in mind, he points out that our universities wander between the two extreme worlds of complete self-government by the body of scholars and the managerial autocracy of a modern business corporation. The resemblance to business corporations often seems encouraged by our university charters and acts of incorporation, yet the analogy is seldom literally conformed to or defended. On the

other hand, the liberal tendency in practice does not extend to self-government. The most desirable concept, Professor Fowke strongly affirms, is "the fullest possible autonomy as a token of faith in democratic principles." For democracy begins at home; and university professors should have more responsibility for, and control over, such matters as the appointment and tenure of academic staff and important administrative officers, as well as better representation on governing boards. In any form of government, he concludes, there are always risks, which must be faced with alertness and a sense of sober responsibility in order to minimize error. Such risks are further emphasized in the witty address by the Chancellor of the University of Chicago.

Other formal addresses on "Engineering Education and its Place in the University", and on "Medical Education" are interesting in a more special way; but "The Establishment of New Universities" brought into clear relief the contrast between the historic means and traditions of the British Empire (and Commonwealth) in cautiously creating new universities and the very different methods and views which resulted in a nearly incredible number of diversified universities and colleges in the United States. If our desire to safeguard high standards, or perhaps to be complacent, tempts us sometimes to make very poorly considered appraisals of the prevailing standards in United States higher education, it is only fair to consider carefully what Dr. J. L. Morrill, of the University of Minnesota, has to say about the educational aspects of the American dream. His presence at the Congress illustrates clearly enough how the cordial liaison between the A.A.U. and the A.U.B.C. can pay off in terms of mutual understanding and wider experience. Further recognition of this truth is illustrated by Appendix One, the impromptu remarks of Mr. Justice Frankfurter to his distinguished academic visitors during their visit to Washington.

The first Congress to meet in Canada was unquestionably a success. The addresses contained in the published report are not necessarily the final words on their topics, but they are irritants of thought and evidence of intelligent alertness to the needs of contemporary education. A pity that the more spontaneous expression of the Congress in the general discussion following the formal speeches, and more especially, perhaps, that the unrecorded discussion (on Thursday, 4th September), when frankness reigned and no holds were barred, could not have been included as well. As it stands, however, the Report concentrates much wit and wisdom in a little space.

Another recent publication of the A.U.B.C. is the thirty-sixth edition of the *Commonwealth Universities Yearbook,* which is, of course, the standard single-volume directory to the Commonwealth universities and their staffs. "What a monstrous, mastodonic volume that is!" Mr. Justice Frankfurter said of the thirty-fifth edition, but added that it gave a fascinating conspectus of the range, variety, and complexity of the higher education at work within the structure of the Commonwealth. The 36th edition is bigger and better than ever, a huge book, tremendously informative, and fully and admirably indexed (The index runs to 142 pages, 112 of them devoted to the names of university teachers throughout the Commonwealth). Appendices add further information on the universities of the Republic of Ireland, the various admission requirements of Commonwealth universities, and other matters. The volume makes a splendid and useful reference work, which along with the companion handbooks, *American Universities and Colleges* (published by the American Council on Education) and the very recent *International Handbook of Universities* (published by the International Association of Universities) very well answers curiosity about the arrangements for higher education available in all parts of the world.[2]

Harold G. Files
McGill University

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[2]*Commonwealth Universities Yearbook: 1959* (Association of Universities of the British Commonwealth, 36 Gordon Square, London, W.C.I.)

"Salaries and Qualifications of Teachers in Universities and Colleges" DBS, Education Division, Higher Education Section; April, 1959. The Queen's Printer, Ottawa. Price $1.00.

This is the third of a series of annual reports on the salaries and qualifications of Canadian university teachers. It shows, for 55 institutions, the relationship between salary and rank, faculty, field, subject, region, size of institution, control of institution, highest earned university degree, and years since award of first degree. For a number of the cross-classifications, data are given separately for men and women, a distinction which is not made in the previous report. There are, as well, figures on the age of university teachers in 59 institutions, related to rank, field, subject and highest degree.

The pattern of the report was planned in consultation with the Canadian Association of University Business Officers, the Canadian Association of University Teachers, The Canadian Universities Foundation, and other interested agencies, and the data were supplied by the universities and colleges.

Much of the statistical data contained in this report has a bearing on any calculations that may be made regarding the future supply and demand of college and university teachers in Canada. For that reason, this publication should be in the possession of each local association executive for reference purposes. It is a mine of relevant information.

F. S.H.
McGill University

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